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26 July 1951

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MEMORANDUM FOR: Deputy Director (Administration)

SUBJECT: Career Benefits

1. In accordance with a previous discussion with the DD/A, I brought up this matter of career benefits at a meeting of the Deputies' Assistants some time back and there was general agreement that we should seek, if possible, from the Director policy approval of items 1, 2, 3, and 5 of the attachment to my memorandum of 7 May. Colonel Baird has also requested that this be done without waiting for approval of the entire Career Development Plan, to which this proposal has been attached.

2. Item 4 of the benefits listed has been given your prior personal attention with results indicated by the General Counsel's memorandum of 3 July. This specific item will be given consideration in developing our legislative Program to which [REDACTED] is now giving his personal attention.

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3. Should we obtain the Director's approval to go ahead with the other four items at this time, an appropriate group comprised of, probably, the Director of Training, the Comptroller, the General Counsel, General Davison, and a representative of the DD/P should be designated to prepare recommendations for appropriate procedures to implement these policies.

4. Recommend that you discuss this matter with the Director.

/s/

[REDACTED]  
Assistant Deputy Director  
Administration

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JOE NO. [REDACTED] FLD NO. [REDACTED] DOC. NO. 58 NO CHANGE  
IN CLASS/DECLASS/CLASS CHANGED TO: TS S [REDACTED] JUST. 22  
NEXT REV DATE 10 REV DATE 11/11/51 REVIEWER 6/11 TYPE DOC. 02  
NO. PCS 5 CREATION DATE [REDACTED] ORG COMP 36 OPI 32 ORG CLASS S  
REV CLASS [REDACTED] REV COORD [REDACTED] AUTH: HR 70-3

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C O P Y

7 May 1951

MEMORANDUM FOR: Deputy Director (Administration)

SUBJECT: Career Program

1. This Agency now has in either specific or general provisions of legislation authority to provide benefits generally equal to, or better than, those provided in the Foreign Service Act which would be advantageous to this Agency. One example is higher pay.

2. We do not have provisions for tenure of office and Presidential appointment. Such provisions can be restrictive as well as advantageous and are not believed to be appropriate to the security requirement of CIA. Increased leave benefits applicable to the foreign service [redacted] be inappropriate [redacted]

3. The Civil Service Commission has stated that it will apply to appropriate CIA personnel the provisions of existing law authorizing time and one-half service credit against retirement for all service under certain circumstances in the same manner as the law now applies to FBI and other special categories of Government personnel. In effect, this law makes it possible for retirement at the age of fifty (50) after twenty (20) years government service with the same retirement pay as would normally accrue after a full thirty (30) years service. It provides for the benefit of an increased annuity above that previously stated for each year of service beyond twenty (20) years. This provides retirement for our people who serve abroad on an approximately equal basis to retirement provided for foreign service officers.

4. Other benefits for hazardous duty desired, such as special pay, death gratuities, and benefits of the Missing Persons Act, can be applied to this Agency without legislation if approved by the Director. (See Attachment)

5. It is the opinion of the undersigned officials that a separate Career Act for CIA would not only be difficult to process through Congress, but would actually serve to restrict because of loss of currently possible flexibility, rather than aid, the development of an appropriate Career Program.

6. The Director of Training is preparing a Career Program for presentation for the Director's action.

/s/  
Director of Training

/s/  
Personnel Director

/s/  
General Counsel

/s/  
Assistant Deputy Director  
Administration

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3 July 1951

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TO: THE FILES  
FROM: General Counsel  
SUBJECT: Accelerated Retirement Benefits

1. I talked to Mr. Roger Jones of the Bureau of the Budget about Mr. Ranspeck's suggestion that we review a Bill proposed by the Department of Justice to cover certain Bureau of Prisons employees in the law granting accelerated retirement benefits to certain investigative personnel.

2. Mr. Jones stated he was not aware of such a Bill, but felt that once forwarded it would be brought quickly to his attention as the President had not favored the original Bill. He felt therefore that any broadening of the original Bill would not have much chance of obtaining the President's approval. I will pursue further with the Department of Justice.

3. Mr. Moyer, Deputy to Mr. Ranspeck, called me today and said he had discussed our problem with Mr. Warren B. Irons, head of the Retirement Section. Mr. Irons stated, according to Mr. Moyer, that the existing law would have to be amended in order to construe it to include CIA personnel and, according to Mr. Moyer, Mr. Irons said he had stated this position to Mr. Kelly. This is not in accordance with our understanding so far as I can recall, and I believe Mr. Kelly's recollection will also be quite clear on this point.

/s/

LAWRENCE R. HOUSTON

Distribution:

Orig & 1 cc: OGC  
1 cc: DD/Administration  
1 cc: Director of Training  
1 cc: Central Records

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**CAREER INCENTIVE BENEFITS  
WHICH MAY BE AUTHORIZED BY THE DIRECTOR WITHOUT ADDITIONAL LEGISLATIVE AUTHORITY**

**1. Increase in base salary for service involving unusual hardship and hazard.**

**Recommendation:** a. Increase of fifty per cent (50%) of base salary to a maximum of two hundred dollars (\$200) per four (4) week pay period while engaged in duty similar to that of Armed Services personnel who receive extra pay [REDACTED]

b. Increase not to exceed fifty per cent (50%) of base salary for certain other types of duty when appropriate determination of unusual hardship or hazard warrants.

**2. Benefits of Missing Persons Act.**

**Recommendations:** a. Continuation of authority contained in Confidential Funds Regulations authorizing pay, within grade advances, and grade promotions for individual paid from Confidential Funds who are "detained" involuntarily.

b. Extension of above authority to employees paid from vouchered funds.

**3. Death gratuity of six (6) months base pay.**

**Recommendations:** a. Payment of death gratuity of six (6) months base pay to dependents of CIA employees whose death occurs in line of duty while serving abroad. This provision is now made for all active members of the Armed Forces regardless of location when death occurs in line of duty. It is the opinion of the General Counsel that the DCI may authorize this under the broad authority granted him in Public Law 110, although General Counsel also feels that specific legislation would be desirable.

**4. Additional Fifty Per Cent Service Credit toward Retirement for each Year of Duty under certain Hardship or Hazardous Conditions.**

**Recommendations:** a. That we construct with the Civil Service Commission an appropriate agreement, which the Commission desires, authorizing the application of legislation currently applicable to certain personnel of the FBI and Treasury Department providing increased service credit toward retirement. Such an agreement would at least broadly define circumstances under which such credit would be granted.

**5. Application of U.S. Employees Compensation Act to Dependents of Employees Engaged in Hazardous Duties, who are themselves exposed to hazard.**

**Recommendations:** a. Although there is not provision in law applicable to any Government Agency on this basis, it is considered by the General Counsel that the Director may under the broad authority contained in Public Law 110,

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apply such provision in specific individual cases should he consider that the circumstances warranted such action.

b. Specific legislation would be preferable in such cases, however.

It is recommended that the Director authorize the institution of the above special benefits in this Agency as soon as required details and required negotiations with other agencies can be completed.

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